



# TeamMate 360: Managing Remote Teams

## TeamMate 360:

### Exponential Training & Assessment:

**Sally Bull, Sales Admin Manager, Orchard Toys**

*Sally used the results and responses of her T360 assessment to help her focus on the areas her colleagues felt were important.*

### Summary

TeamMate 360 has many uses – in this case study we take a look at how Sally has used it as part of her professional development and to help her become more effective in managing her team.

### Challenges

In her role as Sales Admin Manager for Orchard Toys one of Sally's challenges is to manage the different personalities within her team so that they individually and collectively meet objectives. Asking for feedback from team members seemed daunting, however Sally recognised that it was essential if she was to develop her management and leadership skills.

## T360 Assessment

TeamMate 360 has provided the opportunity for Sally to receive anonymous and confidential feedback from her colleagues and team members. This in turn allowed Sally to prioritise areas of development and plan specific actions in relation to managing teams.

## The Outcome

Sally is working towards the Level 5 Certificate in Management and Leadership qualification awarded by the Chartered Management Institute. This, combined with the TeamMate 360 assessment results, means that she can focus on the skills needed to become an effective team leader.

## Results and Future Plans

Sally will undertake a repeat assessment in the future so that she can compare before and after results and discover the progress she has made in developing key skills.

*Being able to compare her own perceptions of how she managed with those of others meant that Sally was able to explore reasons for any differences and make plans to bridge the gaps.*



Orchard Toys Product

Teammate 360 is a project funded by the Erasmus+ programme.

The project aims to help managers and enterprises involved in the management of remote workers and virtual teams.

During the project, managers completed a 360-degree skill assessment and took part in a course called The Remote Manager.

After the Erasmus+ project, there is potential to develop other versions of TeamMate 360 to include coaching, consulting and other job roles.



Erasmus+

For further information visit:

<http://teammate360.eu>

Disclaimer: This project has been funded with support from the European Commission. This document reflects the views only of the author and the Commission cannot be held responsible for any use which might be made of the information contained herein.